

ABSTRACT

Rosida.Fitriatu. 2012, Thesis. "The Influence of Health and Safety Assurance Toward the Loyalty of Employees"(Case Studies On PT. Indra Karya, Malang).

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Keywords : Occupational safety and health (K3), Loyalty.

Assurance programs of health and safety is a form of long-term investment to achieve the company's employee loyalty. K3 has three aspects of the law, the norms of safety, occupational health, and the real work. Labor is a factor that greatly determines for the company. In the implementation of the work, loyalty is necessary,so that employees feel comfortable at work.

The population in this study were all employees that working in PT. Indra Karya Malang who numbered approximately 200 people, the sample is 65 people. While testing the results of studies using multiple regression analysis model, as the independent variable consists of more than one. The study consisted of two independent variables (independent) namely Health (X1), Safety (X2), whereas the dependent variable (dependent) is the loyalty of employees (Y). Before performing the regression analysis, test of validity and reliability short be done first to get a good grade.

Based on the results of studies. PT. Indra Karya able to apply the Program of Work Health and Safety so that increase employee loyalty. Partially the efforts made by the company PT. Indra Karya in the order to pay attention to health and safety can affect employee loyalty. An important finding of this study was safety (X2) is an important aspect of the dominant influence on employee loyalty, which means that compliance with safety and security facilities can affect the loyalty of employees in PT. Indra Karya Malang.